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REMARKS

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The Director of Central Intelligence


Washington, D.C. 20505

Foreign Language
Training Committee

FLTC 82-019
8 December 1982

MEMORANDUM FOR: Deputy Director of Central Intelligence *on*

FROM:


Chairman

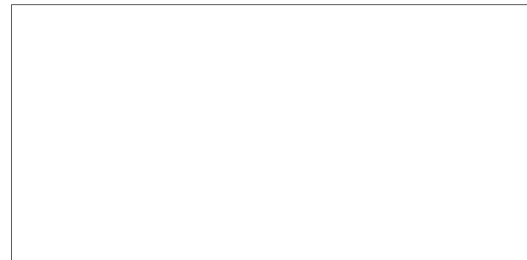
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SUBJECT: Report on Significant Achievements in Foreign Language
Training in FY 1982

John:
Attached in response to your request is a report on Significant Achievements in Foreign Language Training in FY 1982. The inputs from the individual programs were more voluminous than I had anticipated, thus resulting in a longer period of preparation and a somewhat more comprehensive report than I had initially planned. If there are points on which you wish further details or clarification, please let me know.

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Attachment



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Significant Achievements in Foreign Language Training
in the Intelligence, Foreign Affairs and Defense
Communities During Fiscal Year 1982

1. The missions, and therefore the requirements for foreign language expertise and the training programs to develop such expertise differ, in some cases markedly, among the organizations represented on the DCI's Foreign Language Training Committee (FLTC). Despite this fact, many, if not all of these organizations, face similar problems in the recruitment, training and retention of personnel with foreign language and collateral skills and many of the solutions being adopted by the individual programs have much in common with those of other members of the Community. Following is a brief discussion of some of these problems and the action taken in FY- 1982 by one or more organizations to resolve them.

2. The adoption of an effective foreign language training program requires, within each program, a focal point in which the requirements for that program's foreign language competence, both for the present and the immediate future can be determined; an inventory of personnel with the requisite foreign language and collateral skills can be maintained; programs for basic, maintenance, and deep-immersion training can be developed; and budgeting for manpower and money for such programs can be coordinated.

- a. The FBI has centralized its Foreign Language Program (FLP) in its Intelligence Division which has instituted an Annual Survey to permit its field posts to articulate their needs in terms of Language Specialists and language-qualified Special Agents for the next Fiscal Year and several years beyond. Decisions on training, transfers and recruiting are then formulated. The data is updated and augmented from quarterly reports and field requests reflecting the changing operational environment. All personnel of the FBI have been screened to determine their foreign language capabilities, whether or not they are filling a slot requiring foreign language skills.
- b. In contrast to the FBI, requirements and budgeting for foreign language programs in the Department of Defense (DoD) is decentralized among the four uniformed services (Army, Navy, Air Force, Marines), the Defense Intelligence Agency (DIA), and the National Security Agency (NSA). Basic foreign language training (primarily for the national and service cryptologic agencies) is the responsibility of the Defense Language Institute (DLI) of which the Army is the Executive Agency. Advanced language training for the cryptologic programs is generally provided by NSA. Since the requirements for Attaches foreign language training are similar in many respects to those of the Foreign Service, Attaches are trained at the Foreign Service Institute's School of Language Studies. The Department of Defense's Under Secretary for Research and Engineering has recently requested information on DoD-wide foreign language requirements and capabilities with a supplemental

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narrative explaining the character and condition of the respective Services/Agencies personnel data bases as these relate to foreign language competence. Based on an evaluation of these submissions, the Under Secretary will consider necessary actions to improve the condition of DoD's foreign language data bases.

- c. Foreign language training at the Department of State is centralized in the Foreign Service Institute's Foreign Language School which is responsible for the testing and evaluation of the foreign language skills of State Department personnel, the preparation of the budget for foreign language training, and the maintenance of the data base of Departmental personnel with foreign language skills. Each Chief of Mission, in coordination with the Department's geographic bureaus and Bureau of Personnel, determines annually the number of Foreign Language Designated (FLD) personnel required. The Foreign Language School then determines the type of training necessary for such FLD personnel.
- d. At CIA, foreign language training is the responsibility of the Agency's Language Training School in its Office of Training and Education (OT&E). Requirements for such training are set by the Analytic and Operational components of the Agency which designate their "Unit Language Requirements" -- i.e. the degree of skill in reading, writing, or conversation of a specific language. As is the case with the State Department, the CIA's Language Training School, having been apprised of the language requirements of the agency's various components, prepares its foreign language training budget and is responsible for the testing, evaluation, and maintenance of data bases of foreign language skills of Agency personnel.

3. Following are some of the more significant accomplishments in Foreign Language Training in Fiscal Year 1981:

- a. All programs endeavored to improve their capabilities in "low density" native languages and dialects.
 - The FBI, in support of its operations against narcotics traffickers, trained several agents in the Sicilian dialect at the DLI.
 - NSA, utilizing the new authority granted it for external training under provisions of Public Law 97-89, is reviewing proposals from various American and foreign universities for advanced training in Guatemalan Spanish, Swahili, Libyan Arabic, and other languages indigenous to the Horn of Africa, Sub-Saharan Africa, and Southwest Asia.
 - Under DIA's, Defense Advanced Language and Area Studies Program (DALASP), two Army officers and two DIA analysts are taking Arabic language and area studies at Georgetown University and an additional DIA analyst is studying Afrikaans at UCLA.

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- Approval was granted in February 1982 for establishment by the Army's Intelligence and Security Command (INSCOM) in the first quarter of FY 1985 of a low density language unit to cover Third World contingencies. This unit will be collocated with the 513th Military Intelligence Group at Fort Monmouth, New Jersey.
 - Under its CLASSIC PALADIN program to maintain a cadre of deployable cryptologic linguists to respond to Fleet tactical requirements, the Navy has been training Arabic and Farsi linguists and hopes to expand the program in FY 1983 to include Hebrew linguists as well. The Navy also plans to place seven intelligence analysts from the Naval Intelligence Command in the DIA DALASP program in FY 1983.
 - The Air Force established a reserve airborne unit for cryptologic linguist personnel with both low and high-density language skills for emergency and contingency situations.
 - The Marine Corps increased its Arabic-qualified cryptolinguists from nine in FY 1980 to 23 in FY 1981 and its Korean from 5 to 17. In anticipation of contingencies in Northwest Asia, training in Pushtu, Persian-Farsi and Afghan have been projected for FY 1982-83.
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- b. Some programs have devised means to provide dependents, clerical and support staff and officer personnel not serving in language designated positions with sufficient foreign language training to enable them to function more effectively abroad.
- In response to comments by many ambassadors that a lack of language competence among such support staff as secretaries and communicators, as well as dependents, often undermines post morale and effectiveness, the FSI started a series of short courses of 6-10 weeks duration that stress practical language skills in the type of daily work and social situation Americans encounter overseas. Sixteen such FAST courses are now underway and more are planned for the next few years. Student response has been enthusiastic.
 - The CIA is continuing its experimentation with short (week long), "survival" foreign language courses providing personnel with the minimal degree of foreign language knowledge necessary to conduct daily business abroad.
- c. Many programs are improving the foreign language maintenance training available to their personnel "in the field".

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- In August 1982, the FBI concluded a contract with the Inlingua Schools of Language to provide language maintenance training in some 18 US cities, in many of which major FBI field offices are located. In addition, FBI personnel in Bonn, Paris, Bern, Mexico City and Bogota are receiving language instruction via courses organized by the State Department at the embassies in those cities. These course are also open to US Government personnel from other agencies serving in such diplomatic missions.
 - The Army provides Language Proficiency Sustainment Training Packages for field Units in eight languages. It also reproduces and issues foreign TV broadcast tapes recorded by Defense Attache offices for use by the DLI, and all the uniformed services. The TROJAN Program, initiated in 1980, to provide live intercept traffic in garrison locations to enhance tactical unit training is in operation at Fort Bragg and is scheduled to begin operations at Fort Hood and in US Army Europe (USAREUR) in FY 1983. A joint INSCOM/USAREUR initiative approved in May 1982 will provide a language training center in Munich, Germany for language refresher, sustainment and maintenance for up to 540 linguists per year and will be available to all soldiers assigned to European tactical and strategic intelligence units. The pilot Russian class began in October 1982.
 - The Marine Corps has expanded its Non Resident Language Training Program to all locations where HUMINT language qualified personnel are stationed using DLI materials compatible with Marine Corps needs.
- d. All training programs are evaluating the utility of new techniques such as computer assisted instruction and the use of video discs.
- NSA, the Army, CIA, FBI, DLI and FSI have conducted their own in-house experimentation and evaluation and, through such organizations as the Inter-Agency Language Round Table and Foreign Language Training Committee, have kept one another apprised of their findings.
- e. All training programs are reassessing their testing procedures and attempting to define more exactly their proficiency standards. Although there is no attempt at present to set common proficiency standards for the entire community, a decided effort is being made to define individual program proficiency standards in such a manner that other will have a clear understanding of what, for example, the DLI, or FSI or CIA mean when they classify a linguist as having a "3" proficiency rating in Russian.
- f. All training programs are re-evaluating and, where necessary, modifying their maintenance and enhancement training in an effort to ensure that personnel with basic language skills, whether or not

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they are directly involved in an assignment requiring such skills, will be able to maintain and improve their foreign language capabilities.

- g. Programs are continuing to reassess their incentives awards to attract and maintain linguists.
 - In the Air Force, all cryptologic linguists are now recruited into the force under a Guaranteed Enlistment Program (GTEP). New enlistees are guaranteed foreign language training which, when successfully completed, will ensure them a payment of \$3,000.
 - The Navy, also in FY 1982, initiated selective reenlistment bonuses for enlisted cryptologic personnel possessing linguistic skills in certain critical languages.
 - Both the Marine Corps and the Army have selective bonuses for linguists in their HUMINT and cryptologic programs.
 - The Foreign Service provides bonuses for officers proficient in some 20 critical languages while they are serving at posts in which those languages are spoken.
 - The CIA has reviewed and revised its Language Incentive Program to put more emphasis on achievement and maintenance.

4. It will not be possible to give an accurate assessment of the Community's foreign language competence pending receipt of further data from DoD and other Community elements. A mere tally of the number of personnel in language designated slots or those listed in data bases as having some foreign language competence can be misleading without a clear understanding of the degree of proficiency of such individuals. We hope to be able to advise you further on this matter during the first quarter of 1983. However one can state that FY 1982 has been a year of solid achievement for the Community in Foreign Language training. Both the State Department and CIA have built on an already healthy base by modifying their programs to reflect such changing priorities as increased emphasis on underdeveloped third world countries. The four uniformed services, each in its own way, having further consolidated their foreign language training programs within their intelligence components, are reassessing their foreign language requirements (both HUMINT and SIGINT), improving their data bases on personnel with foreign language skills, and upgrading their basic, enhanced and maintenance training. The fledgling DIA-sponsored Defense Area and Language Studies Program has been launched with the cooperation of the four uniformed services. The FBI, having initiated an annual survey of its field offices to ascertain their needs in terms of Language Specialists and language-qualified Special agents, is basing its recruitment and training programs on data from this annual survey. NSA has already begun to profit from the authority given it in Public Law 97-89 to plan for advanced training for some of its people in prestigious academic institutions. With the support of the Office of the Deputy Under Secretary for Defense for Research and Engineering, additional funds have been made available for badly needed construction at the Defense Language Institute in Monterey.

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5. FY 1982 has also been characterized by increasing cooperation on foreign language training in the Community through such mechanisms as the Foreign Language Training Committee and the Inter Agency Language Round Table. There has been increased cooperation in the use of Government foreign language training facilities (the Language Schools of the Foreign Service Institute, CIA and the Department of Defense); the definition of testing and proficiency standards; and the broadening of training programs in the field to benefit dependents and professional and clerical personnel who are not in language designated positions; and the experimentation with new technologies such as Computer assisted instruction. (You have already been advised of the FLTC's plans to ensure that the DCI's Production Enhancement Initiative for CIA's evaluation of Advanced Techniques for Language Training will complement similar initiatives being undertaken by other members of the Community).

6. Despite these accomplishments there is still much to be done. The FLTC is presently engaged in compiling an inventory, by program, of personnel in the Department of Defense (including the uniformed services, DIA and NSA), State, CIA and FBI with foreign language competence in specific foreign language and collateral skills. We shall also attempt to assess the availability to the Community of persons with foreign language training from academia in the period 1985-1990. Although there is now some possibility for programs to borrow individuals with rare language skills for pressing operational needs, a truly effective system for assisting programs with "surge" requirements will depend primarily on a proper inventory of available skills throughout the Community and secondly, on the establishment of simple and effective mechanisms to make such persons speedily available on a temporary basis to programs requiring assistance. At your request, we are reviewing the effect of attrition on the foreign language competence of individual programs and the Community as a whole. We also hope to review the resources in money and manpower devoted to foreign language training by program and for the community as a whole.

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